FINDING EMPLOYER RECORDS

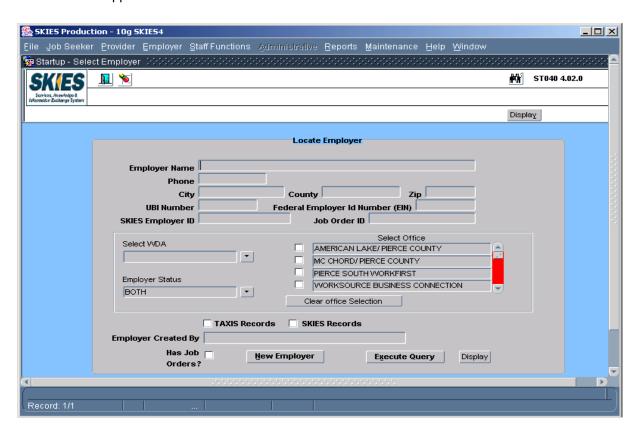
The first step in creating a Job Order or recording an Entered / Obtained Employment placement in SKIES, once you've got the information in hand, is to find or create a SKIES employer record to which the Job Order or placement may be attached. In almost all cases, there will already be an existing record which can be used. (Most of the time, the record will be created through an interaction between ESD's Tax Information System – TAXIS, of which more below – and our SKIES software.) Unfortunately, both before and after SKIES went "live", many unnecessary employer records were created – over 2400 in Pierce County alone, in the first 18 months after SKIES's implementation!

Despite our recently developed ability to *merge* some of these duplicates, and current restrictions on employer record creation to those in designated "Employer Admin" roles, this glut of duplicate records can still make it difficult to "zero in" on the correct one. This Desk Aid is designed to enable you to find that correct employer record, before going to the last resort of requesting the creation of a new one.

To find an existing Employer Record in **SKIES**, you may use either **Employer Locate (Select)** or the **Binoculars** function.

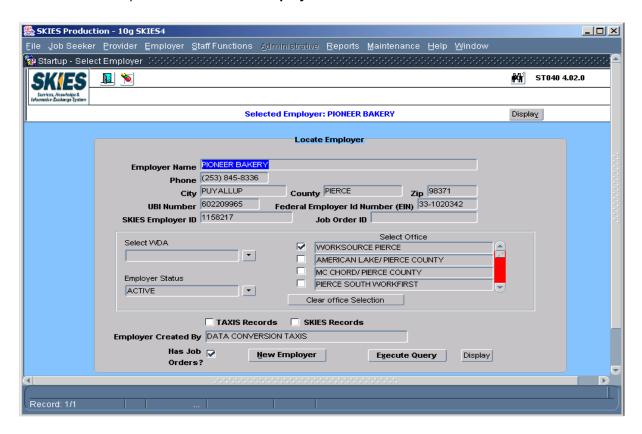
Employer / Locate (Select)

 On the Menu Bar, click Employer > Select or click Employer button. A Locate Employer screen will appear.

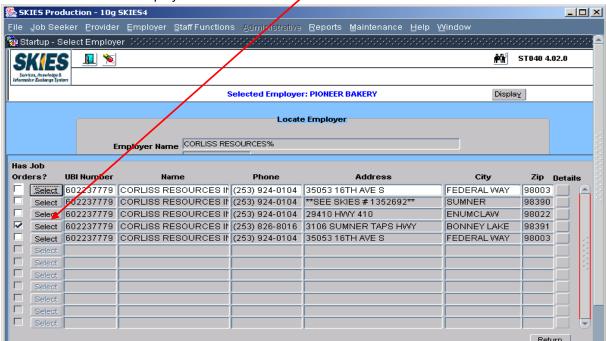


- Enter the employer name or other search criteria. Click Execute Query.
- If only one employer meets all the criteria you have used, all the fields of the Locate Employer screen will populate – see the sample at the top of the next page (if the name field is suppressed

– asterisks only – it can be viewed by clicking on the **Display** button). At this point, various screens associated with this employer (Profile, Job Orders, etc.) can be accessed by returning to the desired drop-down screen under **Employer** on the Menu Bar.



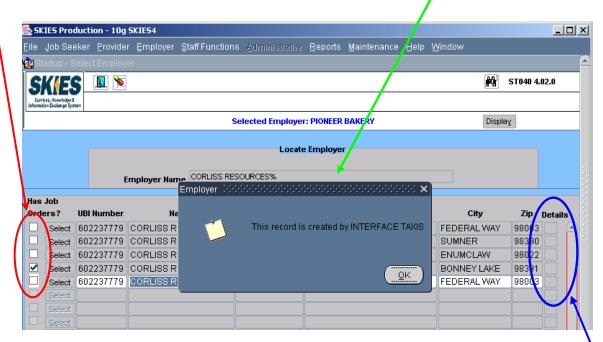
• If *more* than one employer meet your search criteria, you will receive a **Summary** list of those employers. If you are able to immediately identify the one you're looking for, click on the **Select** button to the left of the employer's name.



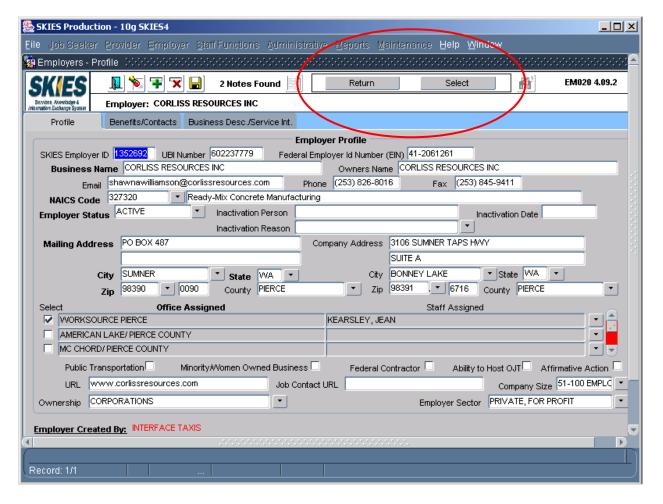
The Employer > Employer Info > Profile screen tab of the selected Employer displays.

TIPS

- 1. To use the 'wild card' enter the first 3 letters of the Employer Name or other search criteria and the % sign (wild card). Click **Execute Query**. Click to select the desired Employer.
- 2. Employer names beginning with "A" or "The" may not have such words in their SKIES entries; this is particularly true of those directly generated from TAXIS (through the DATA CONVERSION TAXIS or INTERFACE TAXIS protocols), as that database often suppresses such words. Try leaving them out, or use a % sign (wild card) at the beginning of the name when you search.
- Similarly, most punctuation is absent from TAXIS, particularly periods, commas and apostrophes, and will therefore also be absent from the employer name in any record generated in SKIES from the TAXIS data.
- 4. Add, change, or delete criteria to retrieve more or fewer returns.
- 5. When several entries appear in a **Summary** list, you may not be able to immediately choose from among them. If so, you can access three other elements of information to help you make a choice from among the displayed employers:
 - a. Job Orders: A checkbox for each name, to the left of the **Select** button, will identify any records which have previously had job orders attached to them.
 - Origin of Employer Record: clicking on the name of a business will cause a dialog box to display, indicating the genesis of that record (e.g., TAXIS Conversion / Update, JobNet, SKIES, Go2WorkSource/AJB, Unknown, WIA Conversion).



c. Details button: found on the right side of the screen for each business displayed; clicking on this box will cause the Employer > Employer Info > Profile screen to be displayed, with the option of also viewing the Employer > Employer Info > Benefits/Contacts tab. If this information identifies the record as the desired one, click the Select button at the top of the Profile screen, and the entire record becomes "live"; otherwise, click the Return button, and you will be returned to the Summary list of employers. See the screen shot on the next page for illustration of this Details preview screen.

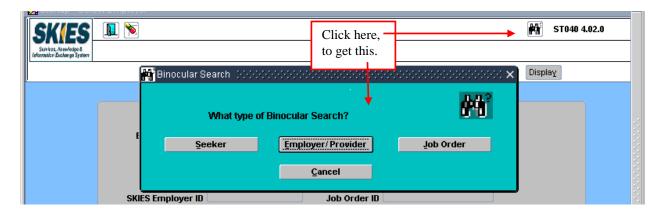


- 6. For further hints on finding the correct employer record, see the Discussion topic below.
- 7. If an employer has been located by inquiring on a Job Order number, the name of the company will be suppressed (asterisks); click the **Display** button to hide or display Employer information.

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### **Binocular Search**

Click the Binoculars icon on the SKIES Tool Bar, to launch a Binocular Search.

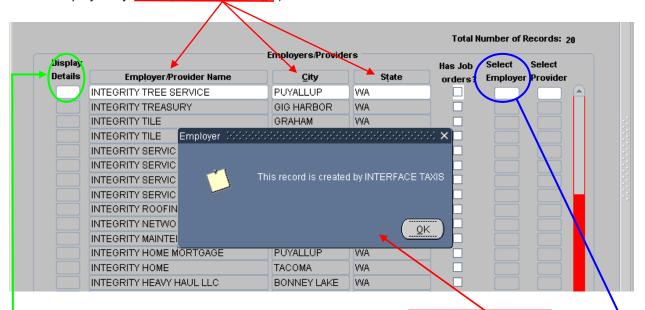


 Click Employer/Provider button on the resulting pop-up, to bring up the Employer/Provider Search Criteria screen below.

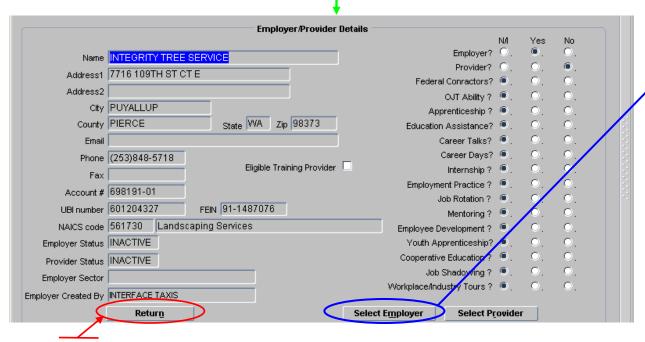
| SKIES Production                               |                  |            |                          |       |                        |                                   | _          |    |  |  |
|------------------------------------------------|------------------|------------|--------------------------|-------|------------------------|-----------------------------------|------------|----|--|--|
|                                                |                  |            | <u>Administrative</u> Re | ports | <u>M</u> ainte         | nance <u>H</u> elp <u>W</u> indow |            |    |  |  |
| Employer/Provid                                | er Search (1996) |            |                          |       |                        |                                   |            |    |  |  |
| Employer/Provider Search Criteria BN010 4.02.0 |                  |            |                          |       |                        |                                   |            |    |  |  |
| WDA                                            |                  | least one  | Search Paramete          | On    | ly record              | ds with recorded services         |            |    |  |  |
| Office Name                                    |                  |            | ▼                        |       |                        | ds with job orders                |            |    |  |  |
| Staff Name                                     |                  |            |                          |       | ily recor<br>Start Dat |                                   |            |    |  |  |
| Employer Name                                  |                  |            |                          | Е     | mployer                | Provider Both Employe             |            |    |  |  |
| Industry                                       |                  |            |                          |       |                        | Status O Both O Active            | O Inactive | l. |  |  |
| Bus. Desc.                                     |                  |            | Open                     | Yes   | No UE                  |                                   | Not Blan   |    |  |  |
| FEIN                                           |                  |            | Training Provider        | 0     | 0                      | Ope<br>Employment Practice        | n Yes No   |    |  |  |
| UBI number                                     |                  | Fe         | ederal Contractors       | 0     | 0                      | Job Rotation                      |            |    |  |  |
| NAICS code                                     |                  |            | OJT Ability              | ō     | Ö                      | Mentoring •                       | • •        |    |  |  |
| ES Account #                                   |                  |            | Apprenticeship           |       | ŏ                      | Employee Development              | 0 0        |    |  |  |
| Employer Sector                                |                  |            |                          |       |                        |                                   |            |    |  |  |
|                                                | WASHINGTON       |            | cation Assistance        | •     | 0                      | Youth Apprenticeship              | 0 0        |    |  |  |
| City                                           |                  | ▼          | Career Talks             | 0     | 0                      | Cooperative Education             | 0 0        |    |  |  |
| County                                         |                  |            | Career Days 🖲            | •     | 0                      | Job Shadowing .                   | 0 0        |    |  |  |
| Zip                                            |                  |            | Internship 🖲             | 0     | 0                      | Workplace/Industry Tours          | 0 0        |    |  |  |
|                                                | Resu             | lts Screen | Clear Form               |       |                        | Execute Query                     |            |    |  |  |
|                                                |                  |            | Exit Form                | _     |                        |                                   |            |    |  |  |
|                                                |                  |            | Eğit FOITII              |       |                        |                                   |            |    |  |  |
|                                                |                  |            |                          |       |                        |                                   |            |    |  |  |
|                                                |                  |            |                          |       |                        |                                   |            |    |  |  |
| ist Item WDA Reg                               | jion Name        |            |                          |       |                        |                                   |            |    |  |  |
| Record: 1/1                                    |                  |            |                          |       |                        |                                   |            |    |  |  |

- On this screen, select a particular WDA, Office or Staff Name (auto-fills with the name of the person logged into SKIES), if you know or have reason to believe the record has this name attached to it. (At the least, you will have to indicate a WDA region.) Unlike the primary SKIES Employer > Select search engine, this Binocular search modality will return only employer records which are "attached" to the WDA, Office or Staff person indicated.
- Enter information in the Employer Name field &/or any other appropriate search criteria. You can use the % wild card indicator to narrow the focus of the search; e.g., if you know only part of the employer's name, search for, say, "%trucking%", and get all companies with this word anywhere in their name. (This method also works, of course, with the Employer > Select search engine.)
- Status: the default is Active; you must click in the appropriate checkbox to select either Inactive or Both. The latter is recommended, as the status of an employer record in SKIES can automatically revert to Inactive, if there has been no activity connected to the record for a while.
- Now click Execute Query. Unless your criteria are narrow enough to return only a single entry, you will now see a summary Employers/Providers screen like the one shown on the next page. (Note that in the illustration, the display appears in its default mode, that is, in reverse alphabetical order by company name; you can always change the order in which entries are

displayed by <u>clicking on the headings.</u>)



- By clicking on any particular employer name, you'll cause a pop-up screen to display, as shown, which indicates the origin of the corresponding employer record in SKIES.
- To assist in picking the right entry, you can click on the Display Details button to the left of an item, and bring up the following screen:



Return will send you back to the summary list of companies. Or you may click Select Employer
on either this screen or the previous one, to go to the Profile screen of the desired Employer.

#### **TIPS on Binocular Method**

- 1. To use the 'wild card' enter the first 3 letters of the Employer Name or other search criteria and % sign (wild card).
- 2. Add, change, or delete criteria to retrieve more or fewer returns.

# **DISCUSSION** on Missing Records and Alternative Methods

There are relatively few reasons why there might not already be a record in SKIES for a legitimate company; among the more common are the following:

- It's a "Mom-&-Pop", or other startup company, just now hiring their first paid employee(s) in Washington State, and therefore not in the ESD tax database yet.
- It's an established company, but new to Washington state; frequently the case with new federal contractors.
- It's some company that *is* in the database, but at a store location which didn't exist at the time the company registered with us, and hasn't been added as an update since (fairly common).
- You're searching under a wrong name. Perhaps the company's registered name is "James Davidson Enterprises", and you're looking for it under a DBA like "Jim's Painting"....or vice versa! In another common scenario, the work location and ostensible employer may be, say, the "Broadview Apartments" which may even have its own UBI number but the actual employer-of-record is Acme Property Management. Placements must match up with the company on Form W-2 at the year's end!
- The company is exempt from Unemployment Insurance taxes and therefore not in TAXIS such as a church; a real estate office where everyone there is qualified as an agent (an exempt occupation); or a beauty salon where state-licensed cosmetologists practice on a perfectly legitimate "rent-a-chair" model. (When this is the case, it may be an indication that a job order is not appropriate; check to see if there is an actual employer-employee relationship, and wages reported on Form W-2.)
- The business has contracted for the services of a "Professional Employer Organization", which serves as the actual "employer-of-record" by handling not only payroll functions, but all other Human Resource duties and responsibilities, including liability for UI taxes (+ L&I + Social Security, etc.).
- Or.....you may actually have come upon an employer who is "flying below the radar", "hiring off the
  cuff", "paying under the table", etc., all of which mean that employees are being treated as
  independent contractors, while that may very well be not a proper designation, by either state or
  federal rules.

Considering the above anomalies will often help in either finding the correct employer record, or explaining why it cannot be found. In almost all other cases, there <u>will</u> already be an existing record that can be used, and we will want to choose and continue using it, for continuity of access to information on old job orders, employer contact names/numbers, contact notes, etc.; creating a new one – by request to those assigned to the Employer Admin security role – is a last resort.

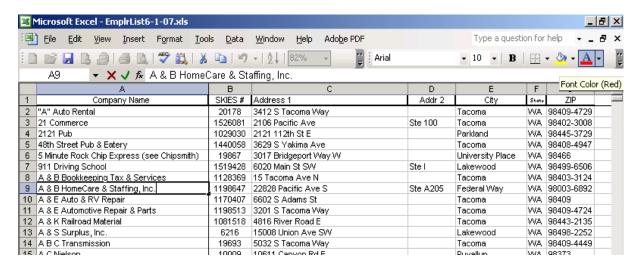
By the way, when needing to record an "Entered / Obtained Employment" placement for your client's return to employment in, say, California, don't assume that the company isn't to be found in SKIES, skip the search, and request a record creation. That individual may be going to work for a company which also has WA State operations – and therefore an employer record in our system – or we may have already created a record at some time in the past, to record a *previous* out-of-state placement.

By the same token, an out-of-state address for a company doesn't necessarily means that the work site is also out-of-state. Your client may just be reporting the company HQ, and not his job site location, perhaps because all he has to go on is something, like a company application form or Form W-2, with the former address on it. Asking "Where will you be actually working?" may be helpful here.

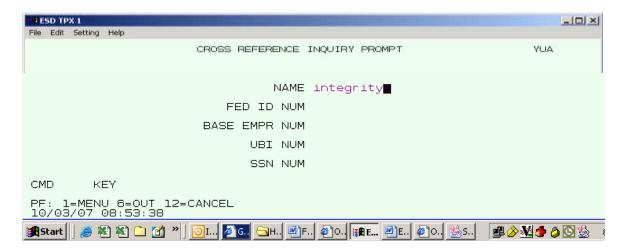
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Whenever searching in SKIES using either the **Locate Employer** or **Binocular** screens isn't successful, alternate methods should be considered, before concluding a new record needs to be generated *ad hoc*.

 Alternative Step 1 – Employer List: Your WDA or WorkSource Office may maintain a master list or database of prior business customers – employers who have received services from WorkSource staff, including Job Orders and participation in Employer Events or Job Fairs, over the last several years. If so, check to see if the employer is already on that list. A sample of such a list (for the Tacoma/Pierce County WDA) appears below.



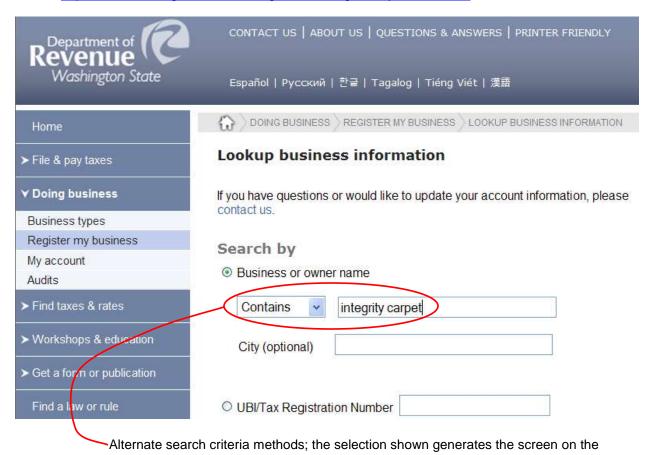
• Alternative Step 2 – TAXIS Files: Can the employer be found in TAXIS, the ESD tax database? This requires a WDA's Business Services team designating an ESD employee with a security profile which will allow access to this database, and obtaining some entry-level training in this area.) The comprehensive cross-match utility in TAXIS (the YUA screen) allows for searching by company name or DBA, owner or corporate officer name and/or SSAN; FEIN or UBI numbers; and ES Reference Numbers (the company's ESD UI Tax account number). Using this will turn up almost any employer who can't be unequivocally located in SKIES itself.



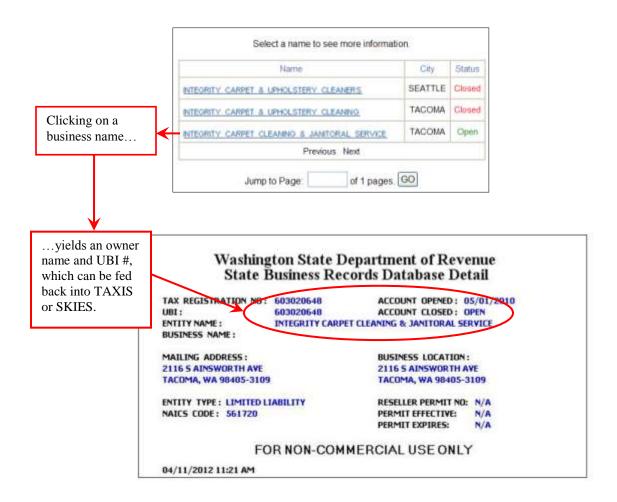
a. Then, with the right UBI and FEIN numbers in hand from the ZAC screen of TAXIS (next page), and the exact appearance of the company name from that screen, one can usually find the equivalent employer record created in SKIES at the time of Conversion, or since.

| ESD TPX 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| File Edit Setting Help                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| EMPLOYER STATUS INQUIRY  EMPR NUM 364996-00 7 STATUS ACTIVE  MAILING ADDRESS INTERGRITY CARPET CLEANING AND JANITORIAL SERVICES 2907 S 81H S1 TACOMA COUNTRY  BUS PHONE (253)761-6456  EMPLOYER STATUS INQUIRY  DTO 400 AUDIT COMPL DATE AUDIT COMPL DATE AUDIT COMPL DATE INACTIVE REASON INACTIVE 04/15/07 LIABLE 04/15/07 SOCIAL COST 0.5 TACOMA WA 98405-2510 DETERMIN 04/06/07 LEG NAICS ADJ 0.0 TOT UI TAX RATE 2.0 ST TAX 0.0 |
| As noted elsewhere, TAXIS may use two or three lines for the company name, since each line field is shorter than those in SKIES; only the first line is automatically transferred to the SKIES record. This distinction is the prime reason why "shorter is better" whenever doing alphabetic employer name searches in SKIES.                                                                                                                                                                                                                                                                                                                                       |

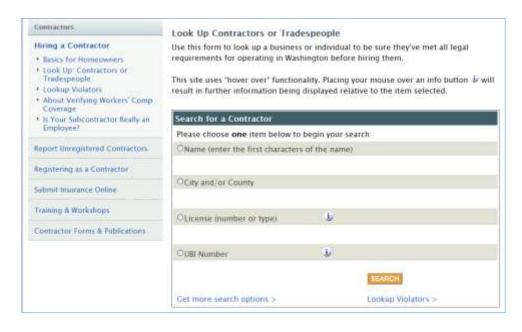
- Alternative Step 3 Other Search Engines: Other tools are available outside the SKIES / TAXIS universe for locating companies, and utilizing them will often help by supplying a corrected version of a company name, an owner's name, or even a UBI number. (If all you get is a phone number, call the business and ask for the rest! In a small one, ask for the owner, or have someone give you the number off the Master Business Application hanging on the wall; in a larger one, ask for the HR or payroll department, or whoever is responsible for producing quarterly tax statements.)
  - (1) The first tool is the Washington state Business Records Database maintained by the Department of Revenue; a "Lookup Business Information" site is available at http://www.dor.wa.gov/content/doingbusiness/registermybusiness/brd.



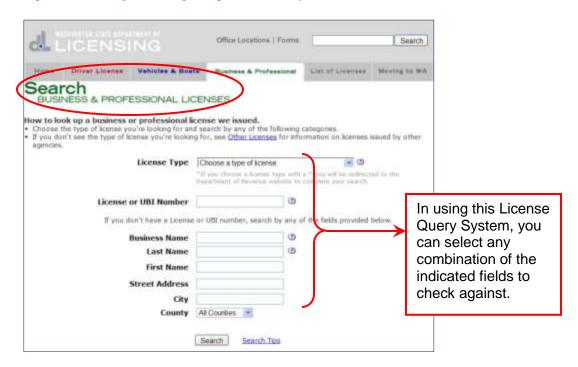
following page:

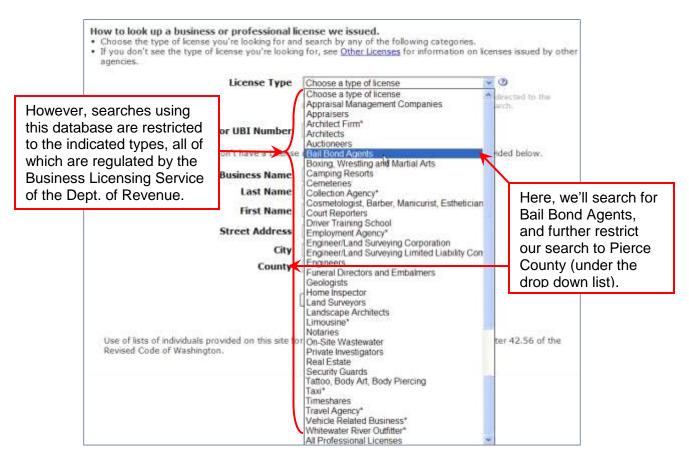


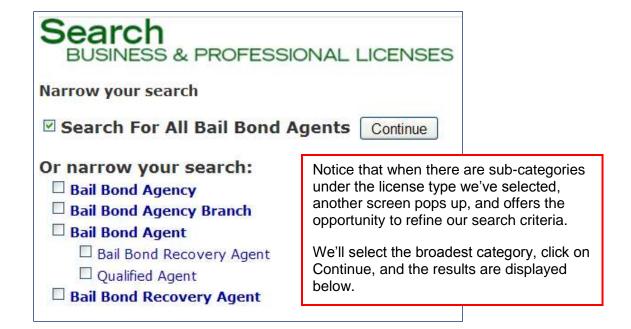
**(2)** Another site is maintained by the **Department of Labor & Industries**, and allows one to "**Look Up Contractors or Tradespeople**", to use the title of the page, which is found at <a href="https://fortress.wa.gov/lni/bbip/search.aspx">https://fortress.wa.gov/lni/bbip/search.aspx</a>. Particularly useful, as small contracting companies are among those most often found to be inappropriately applying the "independent contractor" concept to those they hire. On the other hand, they're also often businesses who have just now hired their first non-family employee.

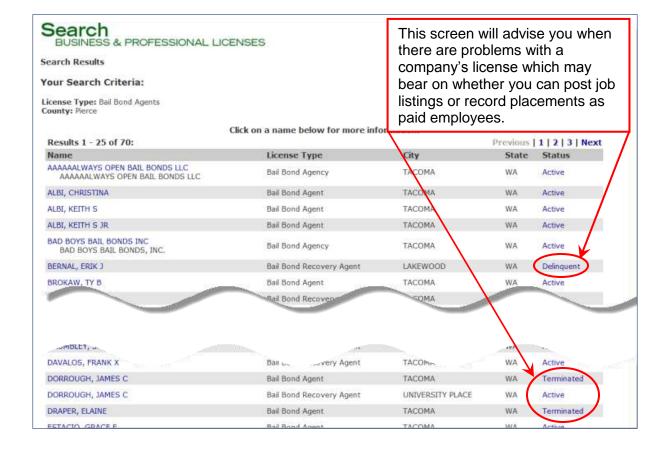


**(3)** For those businesses that require a "Professional License" from the Washington state Department of Licensing, there is a database which may be queried to find companies by type and/or name, at <a href="https://fortress.wa.gov/dol/dolprod/bpdLicenseQuery/">https://fortress.wa.gov/dol/dolprod/bpdLicenseQuery/</a>.

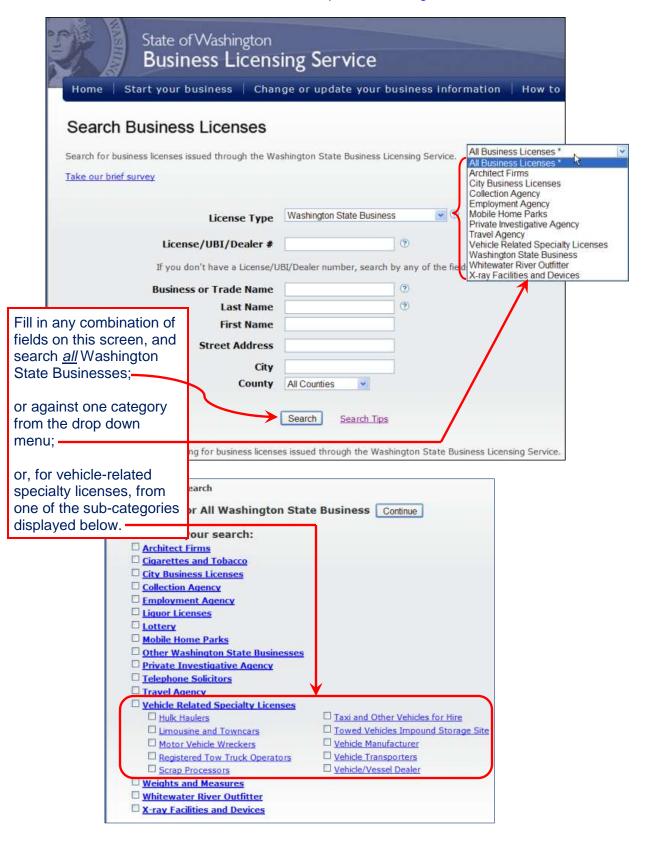




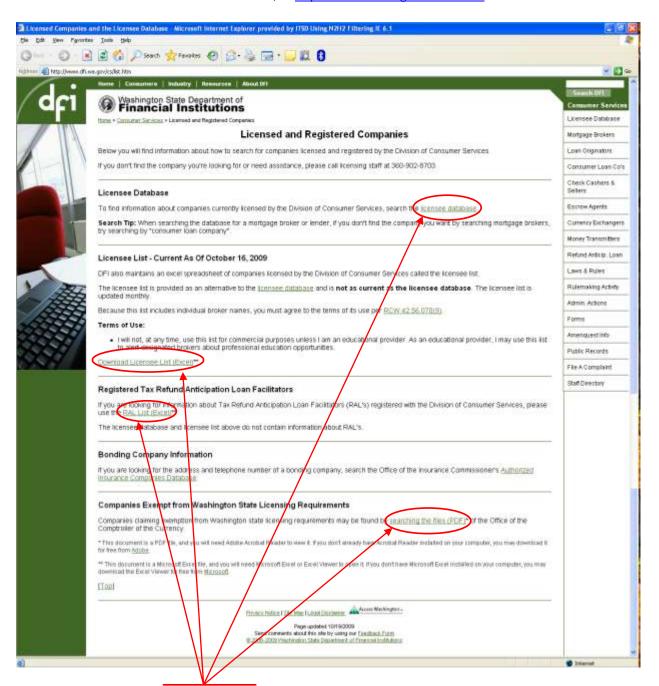




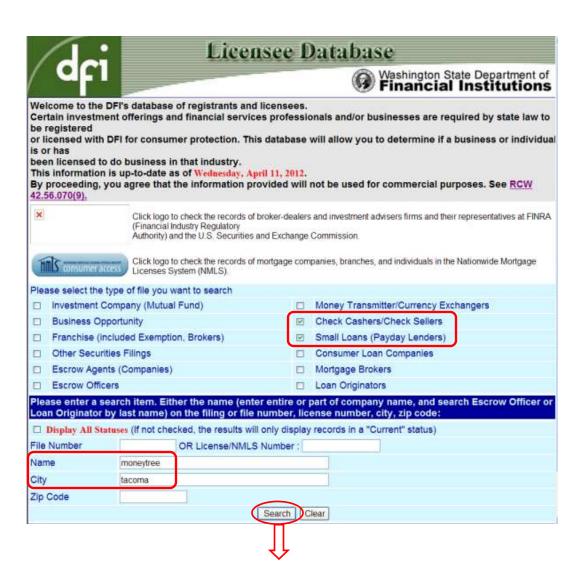
**(4.)** For a variety of companies *which must obtain special licenses* from the Washington Dept. of Revenue's Business Licensing Service, there is one more database which allows for a business locator search, at <a href="http://bls.dor.wa.gov/LicenseSearch/">http://bls.dor.wa.gov/LicenseSearch/</a>.



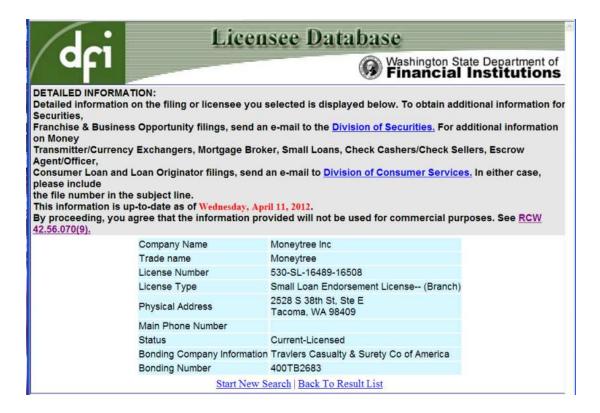
**(5)** The Washington state **Department of Financial Institutions** is responsible for oversight of state-chartered banks, credit unions, mortgage brokers, consumer loan companies, escrow companies, money transmitters & currency exchangers, and check cashers & sellers (payday lenders). The Department maintains a search website for companies licensed and registered by their Division of Consumer Services, at <a href="http://www.dfi.wa.gov/cs/list.htm">http://www.dfi.wa.gov/cs/list.htm</a>.



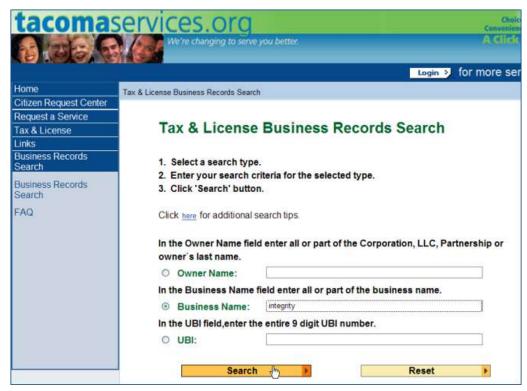
This site offers a number of ways to search for various types of financial institutions. We'll look at just the first database circled above, the licensee database. Clicking on the link above will bring up the following screens, in order, as we search for a MoneyTree check cashing branch in Tacoma:







**(6)** After exploring state agencies, another option is to go to any of various sites maintained by counties or cities/towns. These political entities need to keep track of companies required to register within their jurisdictions, for the purpose of B&O tax payment & business licensing, if nothing else. Sites will vary by region, of course, and those entrusted with the Employer Admin role should research the ones in their WDA's area. A sample site for the **City of Tacoma** is: <a href="https://www.tacomaservices.org/default.do?call=tl\_disclosure&grp=5">https://www.tacomaservices.org/default.do?call=tl\_disclosure&grp=5</a>, which yields the following screens (shown in sequence, as a search is carried out):



Tax & License Business Records Search

## Tax & License Business Records Search

Search results for Business Name: integrity

Select the box next to the business to view and print details.

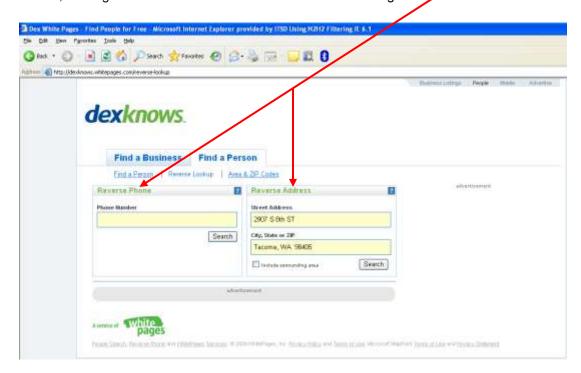
| 21 ו | 21 records found                 |                                                        |        |  |  |  |  |  |
|------|----------------------------------|--------------------------------------------------------|--------|--|--|--|--|--|
|      | Doing Business As                | Location                                               | Status |  |  |  |  |  |
|      | INTEGRITY CUSTOM BUILDERS        | 19103 114TH PL SE SNOHOMISH WA 98290-8661              | Closed |  |  |  |  |  |
|      | INTEGRITY CONSTRUCTION GROUP LLC | 5105 N 35TH ST TACOMA WA 98407-3417                    | Closed |  |  |  |  |  |
|      | INTEGRITY ONLINE INC             | PO BOX 13327 JACKSON MS 39236-3327                     | Closed |  |  |  |  |  |
|      | INTEGRITY NW LLC                 | 18321 OLD SUMNER BUCKLEY HWY BONNEY LAKE WA 98391-7147 | Closed |  |  |  |  |  |
|      | INTEGRITY VT                     | 5001 N 22ND ST TACOMA WA 98406-3449                    | Closed |  |  |  |  |  |
| (hr) | INTEGRITY CLEANING SERVICES      | 1217 119TH ST S TACOMA WA 98444-2421                   | Open   |  |  |  |  |  |
|      | INTEGRITY ELECTRIC INC           | 4501 KENNEDY RD NE TACOMA WA 98422-1801                | Closed |  |  |  |  |  |
|      | INTEGRITY SERVICES               | 3801 S 9TH ST TACOMA WA 98405                          | Closed |  |  |  |  |  |
|      | HAMEL INTEGRITY PUBLISHING INC   | 1410 E 52ND ST TACOMA WA 98404-2713                    | Closed |  |  |  |  |  |



(7) DEX Online: <a href="http://www.dexknows.com">http://www.dexknows.com</a>. This site is the "Yellow Pages" home page, and is likely to be more up-to-date than the "hard-copy" book, making it particularly useful for new companies. (This site also has very versatile "spelling corrector" logic in its search engine; given the name "Wilrose Quilts" from an RTW form, it actually suggested the correct company name of "Wild Rose Quilt Shop", which resulted in a find in TAXIS, then in SKIES.)



The "White Pages" tab appearing here can also be accessed directly by going to <a href="http://dexknows.whitepages.com/reverse-lookup">http://dexknows.whitepages.com/reverse-lookup</a>, and provides a very useful Reverse Address Search function, as well as a Reverse Phone Search – the latter formerly fee-only, now a free service, so long as the customer doesn't have a restricted listing.



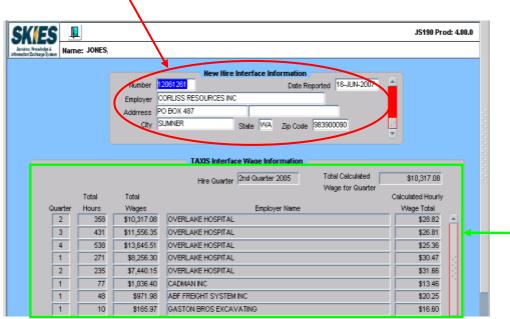
A typical result is shown below. (In this particular case, <u>this</u> method was the only option which produced usable results, in the form of a phone number which could be called for further

information, since the TAXIS – and hence SKIES – entries contained a misspelling of the company name, probably reflecting one on the Master Business Application itself; see the TAXIS screen print at the top of page 9 above.)



An alternative starting place for these searches is <a href="http://www.whitepages.com/">http://www.whitepages.com/</a>, which actually provides the directory-to-Internet interface engine for DEX.

- **(8) GOOGLE** the company. Most companies maintaining a website will have contact information on their site somewhere, on a Contact Us page, or one named About Us, or something of the sort. Even if you don't find a proprietary site, you may find sufficient clues in entries such as quoted news articles, Chamber of Commerce minutes, etc.
- (9) Searching by Job Seeker files: useful when trying to record the placement of someone who was hired over three weeks ago. If the individual is registered in SKIES, their hire may be reflected in the New Hire Interface Information available at the top of the Job Seeker > Follow Up > TAXIS Wage Progression screen, as WA employers are required to report each hire within 21 days.



At the same location, a worker's wages may be shown in the **TAXIS Interface Wage Information** at the bottom of the screen, if he or she worked for the company in question during a completed calendar quarter in the past two years. This information may even include automatically-calculated data on the employee's hourly wage rate.